

Practice Development Lead

Department: Health & Community Services

Division: Chief Nurse

Reports to: Deputy Chief Nurse / Associate Chief Nurse

JE Ref: HCS1292.1

Grade: NM08

JE Ref.: 05/06/2024

Job purpose

The Practice Development Team Lead is a registered nurse/midwife who will professionally manage all Senior Practice Development Nurses. The Practice Development Team are responsible for practice development (nursing & multi-professional) across Health & Community Services, ensuring that staff have development and training opportunities to ensure that Health and Community Service is compliant with evidence-based practices, governance agenda, quality assurance and regulatory inspection.

The Practice Development Team Lead will work with their Practice Development Nurses/Midwives to manage the development and facilitation of practice development in nursing/midwifery clinical practice to promote the continuous improvement of patient care.

The Practice Development Team Lead will foster a culture of empathy and compassion to enhance patient satisfaction, engagement, and outcomes. They will work collaboratively to promote an environment that values and prioritises the emotional well-being of patients and service users.

Job specific outcomes

- Lead and mentor a team of senior practice development nurses providing guidance, support and professional development opportunities to foster their growth and effectiveness.
- Provide strategic direction and leadership in the development and implementation of nursing practice initiatives in alignment with organisational goals and regulatory standards.
- Lead, implement, manage, and evaluate a comprehensive preceptorship program tailored to the needs of registered staff ensuring alignment with regulatory standards (Jersey Care Commission and Nursing and Midwifery Council).
- Design, implement and evaluate innovative practice development initiatives to enhance the knowledge, skills, and competencies of nursing staff across all levels of experience.
- Promote a culture of clinical excellence and continuous improvement by facilitating evidence-based practice, quality improvement initiatives and interdisciplinary collaboration.

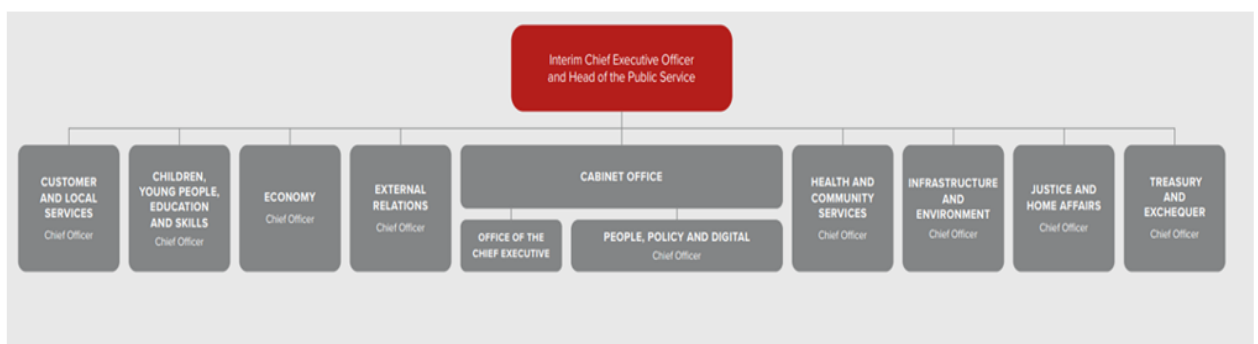
- Encourage and support nursing staff in conducting research, quality improvement projects and innovation initiatives to advance nursing practice and improve patient experience and outcomes.
- Establish and maintain collaborative relationships with professional organisations and health care partners to leverage resources, share best practices and promote excellence in nursing practice.
- Develop and implement systems for evaluating and monitoring the effectiveness of Practice Development initiatives, collecting and analysing data to inform decision making and drive improvement.
- Lead change management efforts related to nursing practice, effectively communicating goals, engaging stakeholders and facilitating the adoption of evidence-based practices and innovations.
- Advocate for nursing staff at all levels ensuring their contributions are recognised and professional development needs are addressed.

Statutory responsibilities

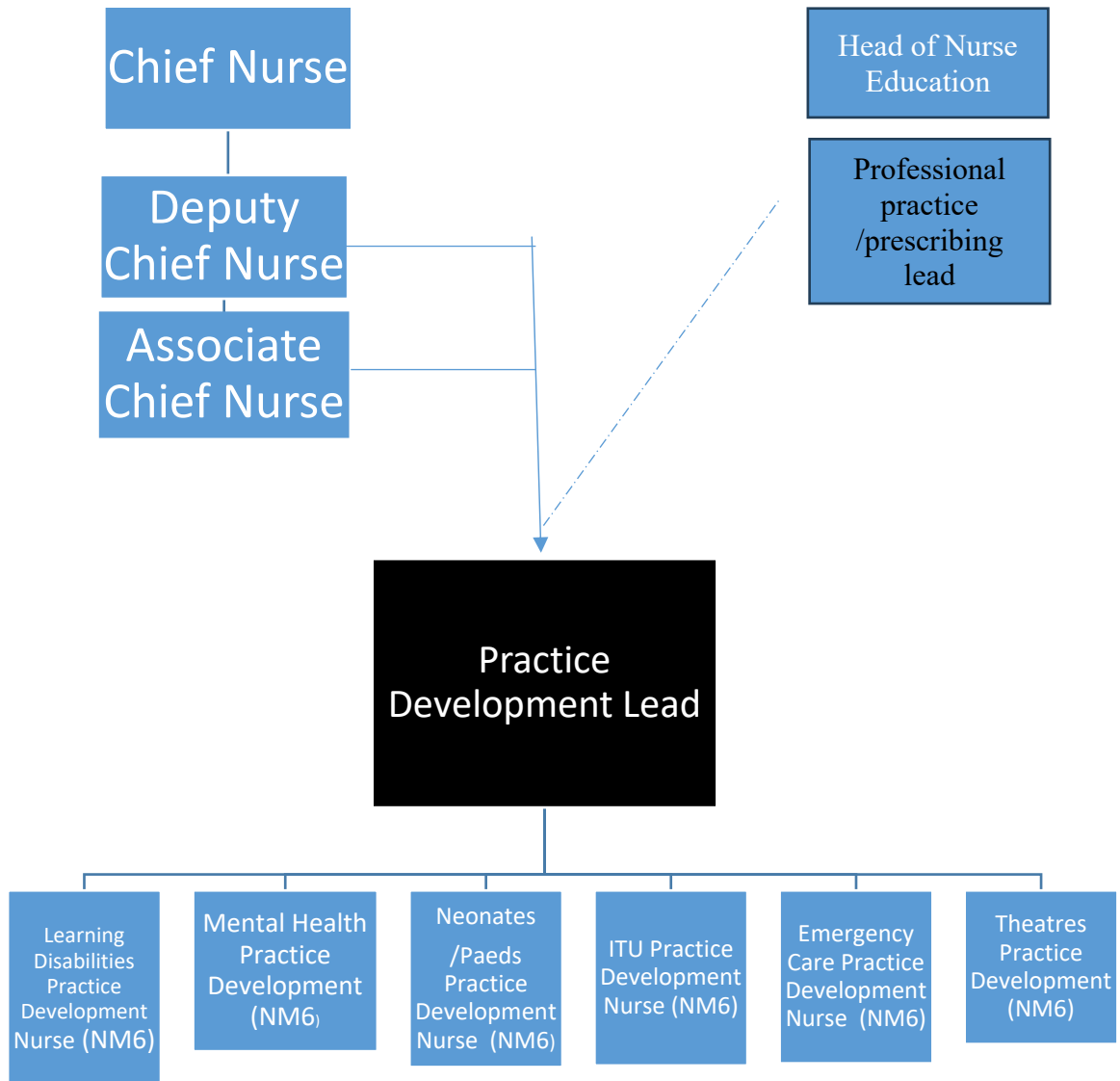
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure



Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p>	<p>5 years post qualifying experience as a registered Nurse/Midwife.</p> <p>Bachelor's degree in a health-related subject.</p> <p>Registered with the NMC.</p> <p>Master's degree in health professional/ education/health sciences</p> <p>Teaching Award or similar</p>	<p>Post-graduate Certificate in Education</p> <p>Leadership Award</p>
<p>Knowledge</p>	<p>Knowledge and experience of teaching both in a formal and informal setting</p> <p>Previous Practice Development Experience</p> <p>Has generalist and specialist knowledge and skills within Nursing/ability to practice and support colleagues in all areas of Nursing services.</p> <p>Excellent level and breadth of knowledge of practice across speciality service</p> <p>Expert knowledge of quality assurance</p>	

	<p>standards and regulatory body requirements.</p> <p>Evidence and commitment to relevant continuing professional development in accordance with the NMC.</p> <p>Possess the analytical ability to continually assess and evaluate education and skills development strategies, reflecting upon and responding to feedback, identifying areas for further development.</p> <p>Knowledge and understanding of current policies and procedures related to clinical skills training.</p> <p>Proven track record of contribution to the development of practice in teaching and learning support.</p> <p>Experience of leading evidence-based service improvement and innovation through service/practice development initiatives and scholarly activity.</p> <p>Experience of supporting teaching and learning in a variety of settings (clinical and classroom).</p>	
<p>Technical / Work-based Skills</p>	<p>Proficient with Microsoft Office (i.e. Word, Excel and PowerPoint), and IT systems e.g. electronic care records.</p> <p>An ability to support learners both academically and pastorally.</p>	<p>Experience working with Virtual Learning Environments.</p>

	<p>Demonstrable organisational and administrative skills.</p> <p>Ability to work under pressure and within tight time constraints, whilst remaining calm and able to use initiative to make informed decisions.</p> <p>Excellent communication and presentation skills.</p>	
<p>General Skills/Attributes</p>	<p>Flexible approach to working hours & practices across the full range of clinical shifts.</p> <p>Excellent interprofessional and communication skills, demonstrating assertiveness, and ability to build effective professional relationships.</p> <p>Ability to work autonomously, be highly motivated and conscientious and exhibit the capacity for professional decision making.</p> <p>Capacity to engage with and work within clinical and academic teams. Proven leadership skills and ability to be a role model for others. A strong team player who can lead professionally as a role model.</p> <p>Experience and confidence in prioritising and managing own workload.</p>	

	<p>Ability to work flexibly, under pressure and to tight deadlines.</p> <p>Reasoning skills and ability to problem solve.</p> <p>Flexible and adaptable, willing to challenge and innovate.</p> <p>Evidence of change management skills. High level of competence in IT skills and an ability to harness IT as a teaching tool.</p> <p>Strong relationship building skills.</p> <p>Establish a positive ethos and motivate and inspire others.</p>	
Experience	<p>Experience working across professional disciplines and levels within an organisation.</p> <p>Experience of policy development</p> <p>Experience in collating, interpreting and analysing data and produce clear, concise reports.</p> <p>Balance of innovative/forward thinking, analytical skills with reflective practice</p>	
Criteria relating to Safeguarding	<p>Demonstrate compliance with local policies and procedures in relation to the safeguarding of children and adults</p>	